



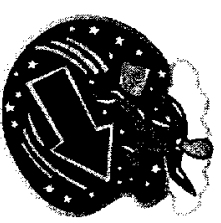
# Employee Transportation System

## Report & Recommendations

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Advisory Committee  
November 16, 2005



# Survey Description



- Survey was created and utilized to determine the following:
  - Interest in employee transportation system from
    - Butte
    - Anaconda
    - Other locations
  - Determination of high traffic (shift) times
  - Willingness to pay for transportation services
  - Identification of other issues pertinent to employee recruitment & retention

# Survey Audience

- Surveys were distributed to the following
  - Montana State Prison
  - Warm Springs State Hospital
  - Warm Springs Addictions Treatment & Change (WATCh) Program (CCCCS operated)
  - Re-Integrating Youthful Offenders (RYO) Correctional Facility (CCCCS operated)
  - AWARE, Inc. Galen Campus operations



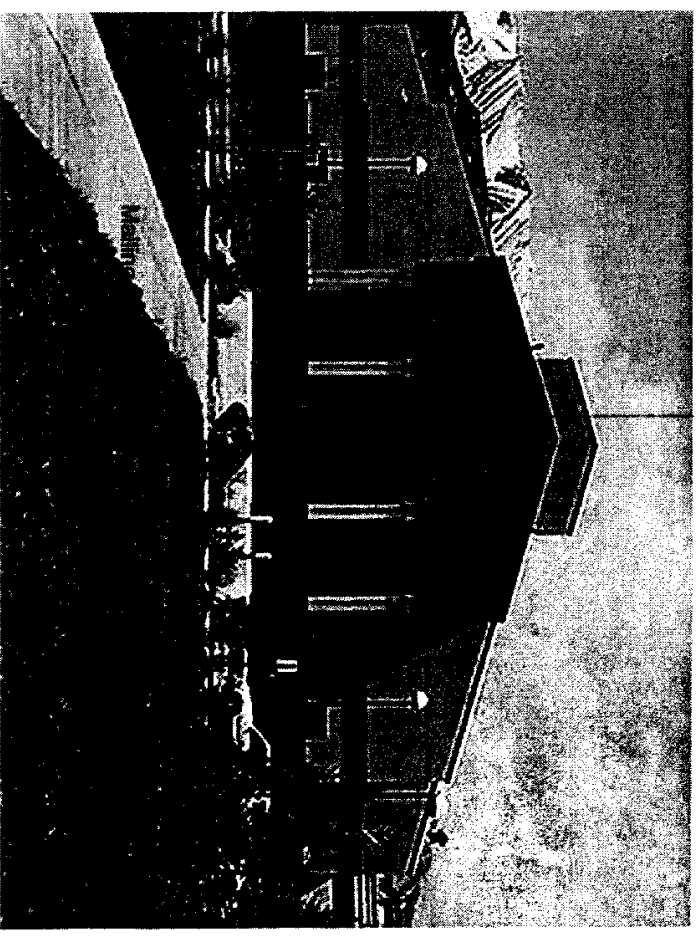
# Montana State Prison Results

- 147 interested staff from:
  - Butte: 72
  - Anaconda: 57
  - Deer Lodge: 15
  - Rocker: 1
  - Opportunity: 2



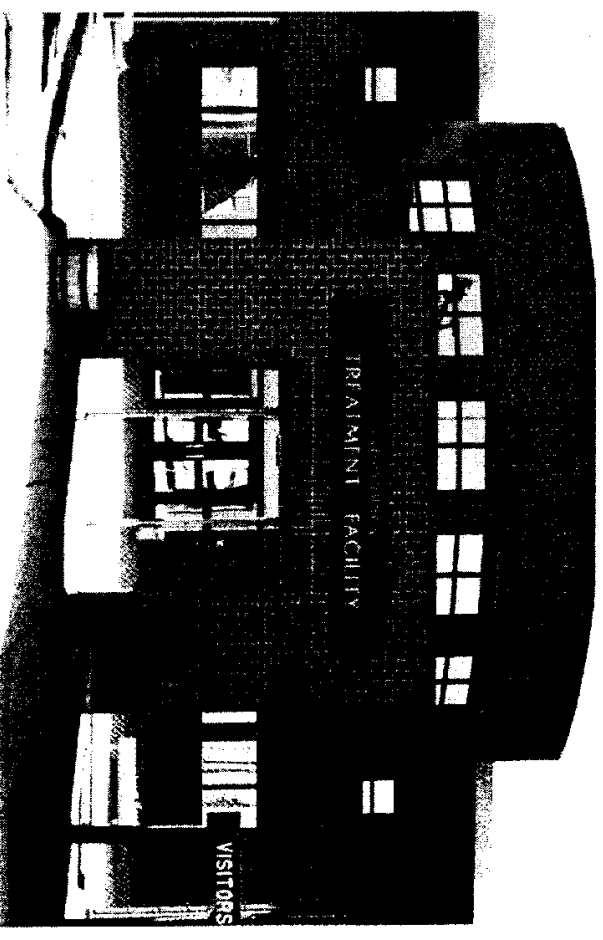
# Montana State Hospital Results

- 88 interested staff from:
  - Butte: 22
  - Anaconda: 65
  - Other: 1



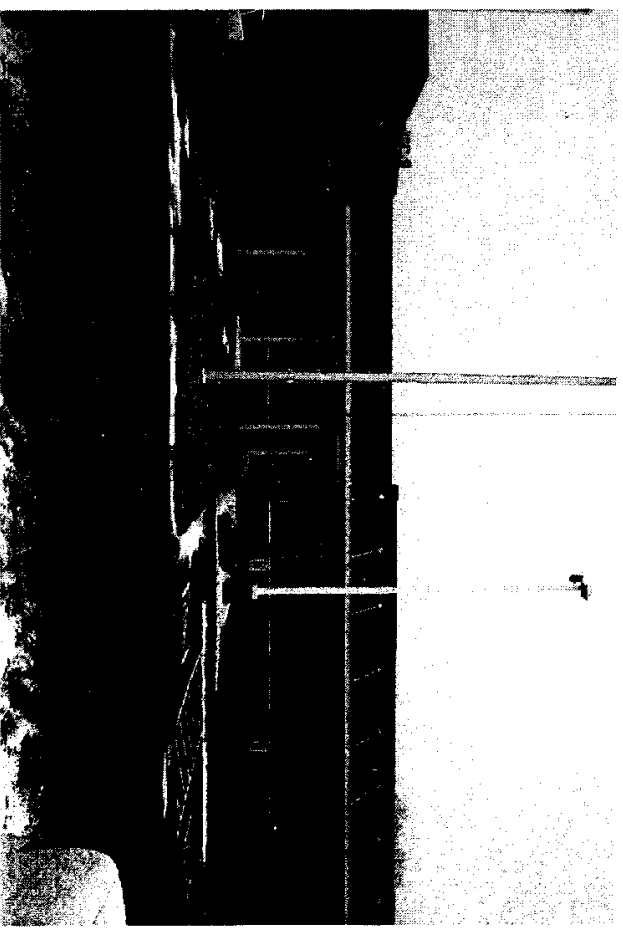
# WATCh-Program Results

- 24 interested staff from:
  - Butte: 17
  - Anaconda: 6
  - Deer Lodge: 1



# RYO Results

- 36 interested staff from:
  - Butte: 32
  - Anaconda: 4



# AWARE, Inc. Results

- 9 interested staff from:
- Anaconda: 8
- Opportunity: 1

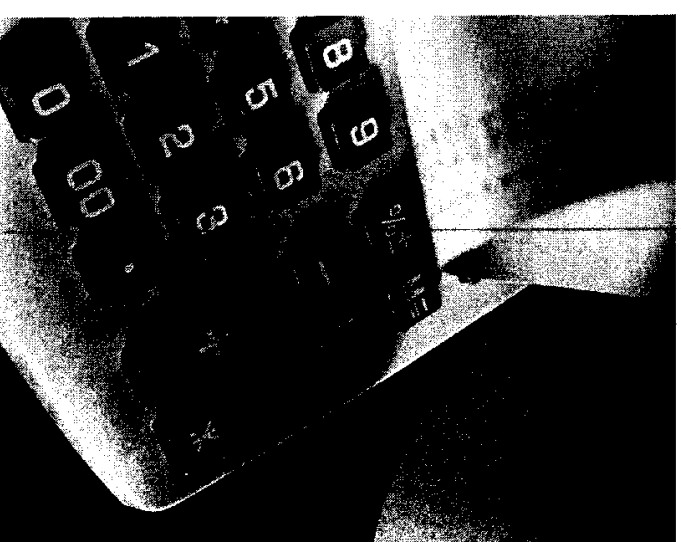


*The Right Services...  
to the Right People...  
at the Right Time!*



# Summary Results

- 304 interested staff from:
  - Butte: 143 (47%)
  - Anaconda: 140 (46%)
  - Deer Lodge: 16 (5%)
  - Rocker: 1 (0.5%)
  - Opportunity: 2 (1%)
  - Other: 1 (0.5%)



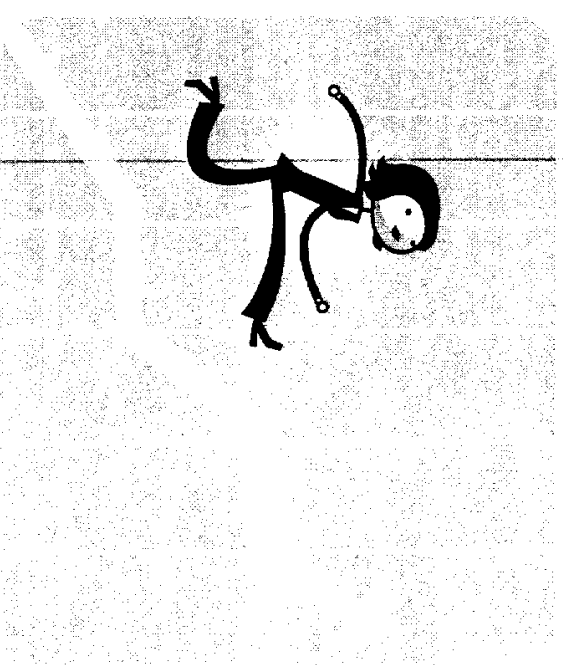
# High Traffic (Shift Demand) Times

## ■ Butte to Varies Facilities:

- 6AM 31 Staff
- 8AM 18 Staff
- 2PM 34 Staff
- 10PM 14 Staff

## ■ From Varies Facilities to Butte:

- 2PM 31 Staff
- 4PM 31 Staff
- 10PM 34 Staff
- 6AM 14 Staff



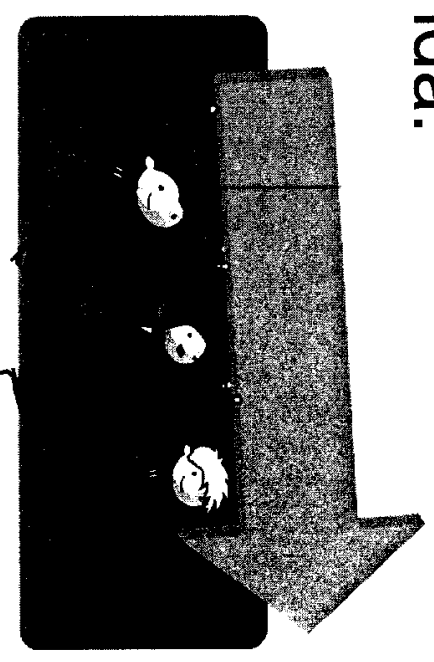
# High Traffic (Shift Demand) Times

- Anaconda to Varies Facilities:

- 6AM                      30 Staff
- 8AM                      27 Staff
- 2PM                      15 Staff
- 10PM                    16 Staff

- From Varies Facilities to Anaconda:

- 2PM                      30 Staff
- 4PM                      27 Staff
- 10PM                    15 Staff
- 6AM                      16 Staff



# Recommendations—Butte

- Implement Butte Route #1
  - Leave Butte at 5:00 a.m. going to MSH, WATCh, RYO, AWARE, & MSP.
  - Leave MSP at 6:15 a.m. and return to Butte via reverse stops.
- Implement Butte Route #2
  - Leave Butte at 1:00 p.m. going to MSH, WATCh, RYO, AWARE, & MSP.
  - Leave MSP at 2:15 p.m. and return to Butte via reverse stops.
- Implement Butte Route #3
  - Leave Butte at 9:00 p.m. going to MSH, WATCh, RYO, AWARE, & MSP.
  - Leave MSP at 10:15 p.m. and return to Butte via reverse stops.
- Add additional routes at times as demand determines:
  - 8:00 a.m. route from Butte to locations.
  - 5:00 p.m. route from locations to Butte.

# Recommendations—Anaconda

- Implement Anaconda Route #1
  - Leave Anaconda at 5:00 a.m. going to MSH, WATCH, RYO, AWARE, & MSP.
  - Leave MSP at 6:15 a.m. and return to Anaconda via reverse stops.
- Implement Butte Route #2
  - Leave Anaconda at 1:00 p.m. going to MSH, WATCH, RYO, AWARE, & MSP.
  - Leave MSP at 2:15 p.m. and return to Anaconda via reverse stops.
- Implement Butte Route #3
  - Leave Anaconda at 9:00 p.m. going to MSH, WATCH, RYO, AWARE, & MSP.
  - Leave MSP at 10:15 p.m. and return to Anaconda via reverse stops.
- Add additional routes at times as demand determines:
  - 8:00 a.m. route from Anaconda to locations.
  - 5:00 p.m. route from locations to Anaconda.

## **Recommendations—Service Provider**

- Due to demand service provider must be able to deliver at least 16 and as many as 30 people at any one time.
- One service provider should deliver staff from Butte to various locations.
- One service provider should deliver staff from Anaconda to various locations.
- Services providers should be selected via competitive process.

# **Recommendations—Trip Costs**

- Employees should be permitted to purchase a ticket entitling them to certain number of round-trips.
- Service provider will “punch” or otherwise indicate when a round-trip is utilized.
- Round-trip cost to employee should be kept reasonable. Surveys indicate willingness of employees to pay between \$0.00 and \$8.00 with \$3.00 to \$5.00 as the average.
- State agencies and private employers should consider cost-sharing for service with employees.

# Issues and Concerns



- Establishing criteria to determine if pilot routes and times are a success and warrant additional trips.
- Determining minimum utilization to continue service.
- Shift variation between facilities and programs.
- Selection of service provider(s).
- Managing costs for employees.
- Funding (if cost-sharing implemented).
- Coordination.
- Legal and logistical concerns (insurance, etc.)
- Impact of adverse weather.



## **Other Issues Identified by Survey Respondents**

- Affordable housing
- Child care
- Food service (when not provided)
- Increased wages/salary
- Better shifts
- Employee recreation opportunities
- Additional benefits



# Summary

- Complete survey results are available upon request.
- Transportation program great first step in addressing employee recruitment & retention concerns.
- Pilot program can determine potential success and future need.